

Local Govt. Service

Memorandum

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How to Speed Up
the Housing Drive

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as from 30th SEPTEMBER, 1946.

In view of the substantially higher rates of Old Age Pensions which will in future be payable under the Contributory Pensions Scheme, the rates of Pensions Contributions are being raised.

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EMPLOYED WOMEN

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- ★ No fresh cards will be issued. Contributions at the increased rates should be paid on cards now held, using the new value Insurance Stamps.
- ★★ The contribution for persons over pension age (65 men, 60 women) is payable wholly by the Employer.
- ★★★ For particulars of deductions from wages which may be made in the case of employed persons under pension age and for the new rates of Contributions, applicable to special classes of contributors (e.g., Voluntary Contributors, Excepted Persons, etc.), see LEAFLET C.1., obtainable at any Post Office or Employment Exchange.

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Local Government Service

JOURNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

NO. 10. VOL. XXIV

OCTOBER 1946

THREEPENCE

DO WE WANT A "CLOSED SHOP"?

IE "closed shop" is in the news. In the past it has not been a live issue in local government. Most NALGO members, indeed, notwithstanding their chagrin at seeing benefits they have won at heavy cost, time and effort being cheerfully accepted by colleagues who contributed neither pence nor work to the Association, have rejected it on the ground that compulsory trade unionism is as much a contradiction in terms as compulsory religion. To them, a trade union was a voluntary association with their fellows, for the benefit of all: and to destroy the voluntary basis would be to destroy the spirit which inspired it.

But to-day, things have changed. We have established a system of national collective bargaining in which salaries and service conditions are negotiated, not by individuals or unions direct with their employers, but by national bodies representative of all officers and all local authorities. And the Trade Disputes and Trade Unions Act has restored to local authorities the right to require their employees to join—or not to join—a trade union. Some local authorities have already taken advantage of that right, and more are likely to do so. NALGO must, therefore, consider its attitude.

In doing that we must be clear what we mean by the "closed shop." The term is being used today to cover three different requirements: first, that all employees in a particular industry or section of industry must belong to a specified trade union; second, that employees must belong to a trade union which is affiliated to the T.U.C.; and, third, that all employees must belong to a recognised trade union but shall be free to join whichever union they prefer.

Dangerous Doctrine

The first two definitions represent, in our view, a dangerous doctrine. For, if generally accepted by employers, they would confer, in the first case on the union specified, and in the second on the T.U.C., the power to deprive a worker of his livelihood by refusing to admit him to membership. This would be a strange reversal indeed of the claim to the "Right to Work," and would give to trade unions a power over the personal and political activities of their members little if anything short of that exercised by the so-called "unions" of the dictatorships. It is, of course, unlikely that such a power would, in general, be exercised in any sinister fashion today; but its existence would leave the door open to personal molestations and what is more likely—would be harmful to the unions themselves, since it would render them virtually immune from the stimulus of internal criticism.

The third definition of the "closed shop," under which, while membership of a recognised union is made a condition of employment, the employee has a free choice among several such unions, is less open to objection; though there will be many, both within and without the unions, who will dislike even this limited compulsion. In NALGO, for example, we have relied, hitherto, on voluntary recruitment, and that policy has served us well. We have secured a membership of close 90 per cent. of all local government officers, of whom have joined of their own free will because they believed in the Association

and wished, through it, to serve their fellows as well as to share the benefits it was able to obtain. Would it be to the advantage of that 90 per cent. to force into unwilling membership the selfish, apathetic, or disgruntled minority? Probably not. We might be better without them.

We Must Face Facts

Nevertheless, we must face the position as it is developing. We have now a National Joint Council for the service, which is legislating for salaries and service conditions throughout the country. The overwhelming majority of local authorities are now applying the recommendations of that Joint Council, and the minority are likely soon to be compelled to do so by awards of the National Arbitration Tribunal. The employers, having thus recognised the advantages of collective bargaining, are themselves unwilling to negotiate except through its machinery. Both the English and the Scottish Joint Councils have passed resolutions recommending local authorities to encourage their employees to join recognised trade unions, and councils are now acting on that recommendation, some to the extent of compulsion.

In these circumstances the right course for NALGO, we suggest, is to back our third definition of the "closed shop" policy, while opposing the first two. In other words, we must regard a requirement that every local government officer should belong to a trade union, as one which a local authority has a right to impose, and which is not inconsistent with the pronouncements of the two joint councils in which NALGO participates; but we do not agree that he should be compelled to join a particular union or group of unions. For ourselves, of course, we believe that the best union for him is NALGO. We want to see NALGO obtain 100 per cent membership. But we do not, and should not, seek that object through the methods of economic compulsion. For us the policy should be "the full house" rather than "the closed shop."

Scotland Gets Its Charter

WITH the adoption last month of the Scottish "Charter," the regulation by national agreement of salaries and conditions throughout the local government service is now complete, and officers in England and Wales will share in the satisfaction of their Scottish colleagues.

It will, however, be a qualified satisfaction. Compared with its English counterpart, the Scottish Charter is, in many respects, disappointing. Where, for example, England and Wales now have a single general division scale taking every man to £300 a year, Scotland is to have three scales, with maxima of £300, £285, and £270 respectively. Similarly, while the provisions for service conditions and post-entry training follow closely the English pattern, most show some modification, usually—with the exception of holidays—to the disadvantage of the Scottish officer.

Nevertheless, in relation to the poverty of most of the smaller local authorities in Scotland, and the generally lower standards which have prevailed there in consequence, the Charter does represent a notable advance. More important, it marks, like its English

counterpart, a start in the national regulation of pay and conditions throughout the service. While its terms are the limit to which the employers will go today, they are not final—the whole scheme is subject to review after two years—and will, we are confident, be improved as the Joint Industrial Council, on which relations between the two sides are now most cordial, gains experience. It should thus be regarded as the first step—and a substantial one—towards the integration of Scottish and English rates and their establishment on a completely satisfactory basis.

Already, indeed, the process of improvement has begun. It was impossible during the negotiations to reach agreement on the inclusion of a miscellaneous division. But, on the very day the Charter was adopted, the staff side tabled a separate scheme for this division, based on the English Charter, and the employers have agreed that this, when approved, shall operate retrospectively from the date of the full scheme.

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Thus, the two countries are getting into step at last. Scotland may still be limping slightly, but it has come alongside England and Wales, and it should not prove difficult, in the process of adjustment that will be taking place in both Joint Councils during the coming months, to assimilate the two Charters into a common, equitable and progressive standard.

"Britain Can Make It"

WE hope to deal next month with the "Britain Can Make It" exhibition, now running in London. In the meantime, we urge every reader who can do so to see it. Though devoted primarily to consumer goods, it has much to teach of the elements of good design in housing, schools, office equipment, printing, and fittings of every kind with which local authorities are concerned; elements which, adopted by them, would help to raise the standard of popular taste.

It is the aim of "Local Government Service" to encourage the fullest freedom of opinion and expression within the Association. Unless the fact is expressly stated, therefore, views put forward in the journal—whether in the editorial columns or in signed articles—should not necessarily be regarded as expressing the considered policy of the Association.

176 We Can Speed Up Housing Drive!

By E. L. LEEMING, M.Sc., M.I.C.E., Engineer and Surveyor, Urmston U.D.C.

By the end of July, we had built in Britain 20,027 permanent post-war houses. Of this total, 8,110 had been built by local authorities. But of the 1,530 local authorities in England and Wales, 1,309 had not completed a single house. Can we speed up the work? Mr. Leeming believes that we can, and here suggests how it might be done. He is well qualified to do so, since his own authority, with a population of 35,000, has completed 45 new houses and has 250 more building.

THE latest Housing Return issued by the Ministry of Health is a most revealing document. It shows that some local authorities have done well—yet not well enough—while others have nothing to show at all.

Why is it that some big towns have scarcely laid a brick? One reason is that many have suffered extraordinary delay with their "prefabs," which are the responsibility of the Ministry of Works, but it cannot be said that the major responsibility for delay in building permanent houses falls upon the Ministry of Health. The Minister made drastic improvements in procedure when he set up Regional Offices and staffs to deal with the housing drive. But how many of us took advantage of this new facility?

Mr. Bevan has shown courage in allowing greater floor area (and therefore size of rooms)

and buys material direct without employing a contractor.

Some local authorities have done well where work is well planned and supervised. A long-term plan gives a chance of steady and continuous employment and, in such circumstances, men will work better.

My advice to local authority surveyors attempting direct labour is to see that the scheme is big enough to give at least three or four years' work, and then to split the job into two separate organisations of the men so that friendly competition is developed.

By July 31, according to the Ministry's return, we had completed, in Great Britain, 20,027 permanent houses, of which 8,110 were built by local authorities and 11,917 by private builders. In addition, local authorities had, on that date, a further 94,723 houses under construction, and private builders had 38,877—making 134,600 in all. A total of 16,878 houses was completed in July.

More Prefabrication Needed

How can we speed up the work still more? My first suggestion is that we give more attention than we are yet doing to permanent prefabrication. The aluminium house lends itself to rapid production on the site. Greater use of standardised plumbing units, bathrooms, and kitchens will help.

I have lived in a prefabricated concrete house for 20 years. Slabs were cast on the site and erected by men who had no special experience in building work. The walls consist, as the sketch shows, of an outer two-inch slab of granite concrete and an inner slab of the same thickness of coke breeze, the whole strengthened by columns set in a four-inch cavity at 3-ft. intervals. This method of construction is more popular today than it was in 1925.

All floors are of concrete, with a red composition finish. The joists also are of reinforced concrete, and there is no plaster on the interior. The house is warm in winter and cool in summer.

Concrete houses need not be drab: various textures and cream washes give a pleasing effect—a remark which applies equally to brick houses.

Great advances have been made in heat and sound insulation: we must not cling too much to the pre-war traditional construction. If



Mr. Leeming's all-concrete house, being built in 1925. It is warm in winter, cool in summer.

there is a hold-up in materials, we must be prepared to improvise; if there is a shortage of bricks or bricklayers, then let us switch over partially or temporarily to concrete. It is easy, for example, to make hollow concrete blocks (equivalent to eight bricks), as illustrated, which could be used for foundation and party walls. There is no excuse for building brick manholes; it is a simple matter to cast slabs, also illustrated. Prefabricated steel joists are light and effect a considerable saving in timber—thus releasing timber for other work and equipment within the house. If we are too rigid in adhering to our specifications, delay is inevitable.

Secondly, let us make full use of the small private builder. The Ministry has opened the way for him to come into the housing drive either by building on his own land (to be taken over) or on local authority land. The production of houses is often an ideal job for the small working builder, who carries few overheads; moreover, we can use, if need be, different builders for different types of houses.

The drive for these things should come from the surveyor (who is usually the planning officer), or the architect, if he is in charge. They have the opportunity of putting "pep" into the job and of giving the lead to the housing committee, which is anxious to see results. Building houses is a complicated business, and absolute co-ordination of services is needed.

In addition, the small builder can be used on small plots, for conversions, or for building a small block of flats or duplex houses.

More One-Bedroom Houses

Thirdly, I consider that we should build more one-bedroom houses, with a bed recess which could also be used as a dining recess in the living room. This would make a maximum use of space, and would speed up the output of houses.

Most people believe that the majority of pre-war houses were of the three-bedroom type. So they were, theoretically—but, in practice, the third bedroom was used merely as a box room. Today, there is a great demand for houses with only one or two bedrooms, the former mainly for elderly people (whose numbers, in proportion to the rest of the population, are increasing). For one bedroom allows no sleeping accommodation for a visitor or a relative to look after the old people: the bed recess would overcome that difficulty.

Further, there are still many houses which might be converted into flats—and this is a job which could be allotted to small jobbing builders without interrupting the main permanent housing programme. It is not advisable, however, to spend large sums on a kind of thing, and the policy should be guided by the ease and economy of the conversion itself. The squatters have shown that they are willing to adapt themselves to large houses and Army huts—but had the local authority put them there in the first place, with

(Continued at foot of next page)



Improvisation. These houses were started with rustic facing bricks. The supply ran out—so they are being finished with common bricks, which will be finished with Tyrolean cement.

and by insisting that for a three-bedroom family house there should be a water closet downstairs as well as upstairs: what a boon that will be to the harassed mother with two, three, or four children! How many pre-war owner-occupiers have this facility? And how many have refrigerators, such as we now install in the "prefabs"?

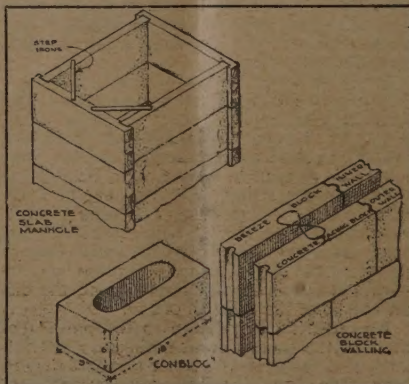
Delays Overcome

The Minister realises that if you increase the floor area by ten per cent; you increase the cost by only five per cent; and so he has swept away that stupid policy of the past whereby local authorities were compelled to cut down the size of their houses before they could obtain approval.

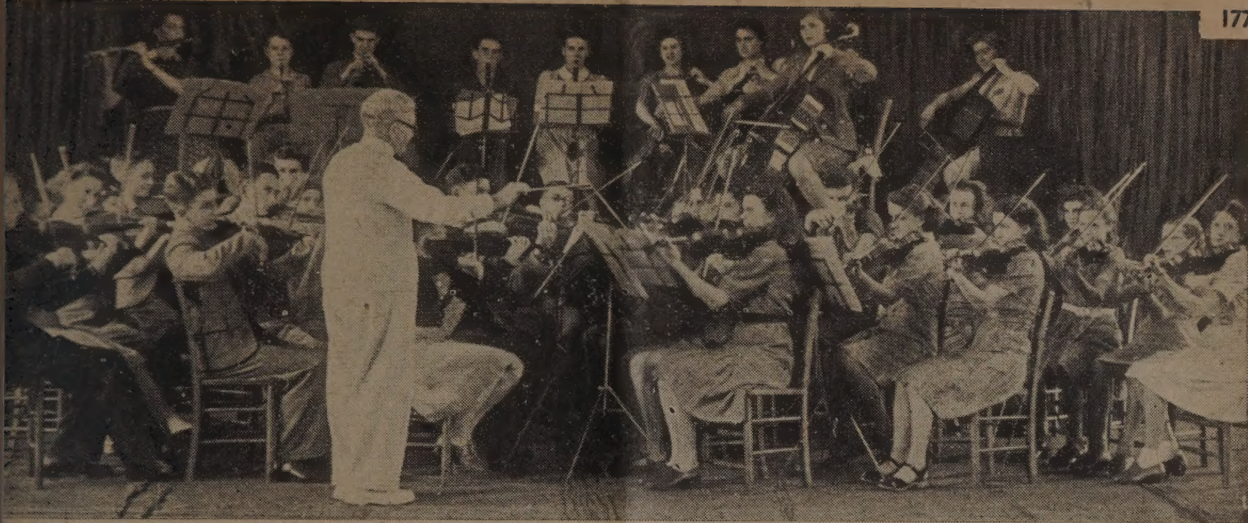
The Regional Officers will now approve negotiated tenders without the delay occasioned by taking out quantities. This is a tremendous advantage on both sides: it creates a sort of lump-sum tender, so that in these difficult times "what you lose on the swings you gain on the roundabouts." I have obtained approval for negotiated tenders (on a price per super foot) for some 300 permanent houses now building, of which 45 are completed.

But there is a way of doing this. You don't ask the builder what he wants—you tell him the price he will get if he wishes to take part in the housing drive! If there are several builders, then they are all on the same level, and the great thing is to get them all going on sites according to their capacity.

All contractors worthy of their salt use direct labour. What we mean by the term is that the local authority employs men direct



Brick and labour saving—a concrete slab manhole; a concrete block equivalent to eight bricks; and the construction of a concrete wall.



Thirty Youngsters Became An Orchestra In A Week At This County Summer School — *By Arthur Hedges, A.R.C.M.*

HAVE just spent one of the most exciting weeks I have known in more than 35 years as a professional musician.

In that week I saw a band of youngsters, between 12½ and 22—the average age about 17—transformed from isolated players of assorted musical instruments into an orchestra whose performance would have done credit to any well-established amateur orchestra.

It all began when I, a wind instrumentalist, was invited to help at a residential orchestral training course organised by Lindsey county education committee. I accepted—with enthusiasm, but with some doubt. The course was for a week only. It was open to all young amateur musicians in the area; but nobody knew how many would turn up, nor what instruments they would play. What could be done with such a group, most of whom were

strangers to each other, in a week? Not much, I thought.

My doubts were confirmed on the Monday evening when, after tea, we held our first rehearsal. About thirty young people, girls and boys—but with girls in the majority—had arrived. There were violins, violas, 'cellos (but no double bass), one flute, one oboe, and two clarinets. Some could play fairly well, others had only a sketchy idea, very few could really play in tune.

Joseph Lewis, late staff conductor at the B.B.C. (and author of "Singing Without Tears" and "Conducting Without Tears"), was director of the course and conducted the first rehearsal. It was not a pleasant sound!

He Teased, Bullied, and Inspired

But Mr. Lewis, a truly great musical educationalist, was undismayed—as also was Katherine Schröder, music tutor organiser of the Lindsey and Holland rural community council, who had conceived and planned the school. We arranged sectional rehearsals—violins under Miss Schröder, violas under Edgar Hudson, 'cellos under Clement Watson, both of Lincoln, whilst I took the wind—then back to the big hall for full rehearsals to hear results. Mr. Lewis interested the students with little talks about orchestral playing and the composers; teased them; gently bullied them, until they wanted so hard to do things well, that they did.

Hoping that there would be a quartet of wood-wind, I had taken with me a selection of Chamber music for wood-wind, but without a bassoon there was no bass, so none could be used. However, I had a Chamber work by Scarlatti for flute, two violins, 'cello, and piano, the first movement of which I arranged for flute, oboe, two clarinets, 'cello, and piano, and a flute trio by Hook which I arranged for flute, oboe, and clarinet. Besides all the work they were doing with the orchestra, these children, none over 17, took on these difficult works with the utmost calmness. Two days later I asked Mr. Lewis to hear them. About 15 minutes before he came I suggested that they should also play the slow movement from the Scarlatti. There was time to go through it only once, but they played so well—the clarinets even transposing their parts at sight—that he decided to include these two items in the final concert to be held on the last night.

Each day began with a short service, for which the Rev. J. Vyse, Curate-in-Charge at Old Clee Church, chose hymns ranging from

Private Enterprise Could Do No Better

(Continued from preceding page.)

comparison, there would have been an outcry. Nevertheless, each local authority should do its utmost to secure the fullest use of all available accommodation in its district.

Could the builder, free of controls, do better than we are doing today? Some people believe that, had he been allowed to build houses to sell, he would have solved the housing problem by now. But there is nothing to substantiate this view. The private enterprise builder already has full scope to build houses for the local authority, upon which does not stand to lose. With good co-operation, he can look forward to a long-term building programme, knowing that he will be paid promptly by the authority; it is up to him, therefore, to produce the houses as quickly as he can, and thereby do well for himself. It is absurd to believe that private enterprise, building for itself with a freedom which is often not consistent with good

planning, can produce baths and grates from the foundry more quickly than they are coming at present; or that tiles and timber would be suddenly forthcoming from certain quarters. On the contrary, unrestricted private building would have created a black market in supplies and another in the disposal of the houses. The experience of a Lancashire county borough is significant. Some time ago it approached the local master builders and offered them the building of a substantial number of houses. After several months, they had not even made a start! Why? Is it that they had no skilled labour—being only master builders—or is it that they preferred to live in idleness during this difficult transition period?

A last word about district heating. If a scheme is large enough, this should be considered. It has been fully described in the New Towns Report, and it is obviously a job for "public enterprise."



One-bedroom bungalows, built for old people in 1937. Young couples would welcome them today, while waiting for children and a bigger house.

the 17th to the 20th centuries, and gave historical details about congregational music.

Music rehearsals began at 10.45 and continued, with a quarter of an hour's rest, until 12.45. Lunch was at one, and from then until tea at 4.30, the students were free for recreation, including tennis and bathing. From tea to supper we had sectional and orchestral rehearsals, then the full orchestra until 9.45.

This would be a heavy day's work for professional musicians; but these children, few of whom, I suspect, had ever practised for more than an hour at a stretch, took it in their stride.

Even at this high pressure, they insisted on more and, apart from the official recreation time in the afternoon, there was no spare minute during the day when most were not practising singly or in groups. Sometimes we had to order them to stop and go to bed. One night, hearing music long after bedtime, and thinking that someone had turned on the wireless, we went to investigate. We found two boys playing a violin duet, the others gathered round them. One boy complained that the days were so short: no sooner had he started playing in the morning than it was time for "lights out." Before the end of the week another boy brought up a list of 20 names of those who wished to come next year.

On the Friday evening I suggested to one of my youngsters that she should do no more work that evening, to keep her lip fresh for Saturday. "I'm all right," she replied. "My lip is like leather now!"

Mr. Lewis Surprised

Not one of the students was hand-picked; all had come because they wanted to try such a course. Not one had to be kept up to scratch. After the first rehearsal with Mr. Lewis, they knew the high standard he wanted, and determined to surprise him with what they could do. I think they did. They certainly surprised me.

On the Sunday, the last day, a musical service was held in Old Clee Church, at which the school played and sang.

In the evening came the climax of the week—the concert—open to anyone interested, which would prove whether the venture had achieved its aim. It did. It showed that, under the guidance and loving care of "Uncle Joe," as they called Mr. Lewis, an enthusiastic band of amateur musicians had become an orchestra—a real orchestra.

The school was Miss Schröder's idea. She submitted it to the Lindsey county education committee, and they, being a far-sighted body, approved it. Miss Schröder then chose the staff and the music, arranged the programme, and herself worked with the violin group. Her appointment as organiser for music was sponsored by the Carnegie United Kingdom Trust, whose musical adviser, Dr. Sydney Northcote, co-operated fully.

It was held at Thrunscote Schools, Cleethorpes, during the summer holidays. Some of the classrooms were turned into dormitories, with bedding from the rest centres, the students bringing sheets and rugs. Food was cooked in the school kitchen.

Children from Lindsey county paid only £1 each for the week, others paid £2 5s., and non-residents 10s. 6d. The director of education, Mr. F. J. Birkbeck, and the county youth committee gave every assistance. Mr. C. E. Wallis, county youth organiser, made all the domestic arrangements—which could not have been bettered. Miss E. Bullock, of Doncaster High School, and Miss E. Davies, Norbury Manor Secondary School, Croydon, acted as welfare officers, keeping the youngsters happy.

Could not every county council run summer schools on these lines—not for music only, but for drama, art, and all other cultural activities?

County Status for Manchester? : The School-Board Man Today : More Pleas For Higher Housing Standards

IN *The Regional Council* (Sherratt & Son, Altrincham, 2s. 6d.), F. BLACKBURN, a member of the Middleton council, urges the creation of a two-tier regional administration to cover Manchester and seventeen contiguous urban areas. In the plan put forward, the minor authorities are elective and appoint representatives to form the regional council—"Manchester county." The plan drastically reduces the area of Lancashire and Cheshire. Mr. Blackburn bases his case for it on administrative efficiency, but has no reply to the

ticularly noticeable in the chapters on costs and rents, and on the importance of an informed public with what Mr. Bevan in his foreword calls a "housing conscience." There is a wisely chosen, modern, bibliography.

Planning The Village

THE principles of planning are applied to English villages in *The Anatomy of the Village* (Penguin, 2s. 6d.), by THOMAS SHARP, with a feeling for beauty, a lively imagination, and a knowledge of what is practical, necessary for so lovely and serviceable a production. He analyses the factors which make a success of many English villages, and relates them to modern needs and materials.

School-Board Man

NOW that the school-attendance officer has developed into a welfare worker, with the enforcement of school attendance as only one of his duties, *A Handbook for School Attendance Officers* (third edition by JOHN STEVENSON and LAURENCE HAGUE, Pitman, 10s. 6d.) makes a timely appearance. It contains the statistics and regulations governing the officer's work, a practical commentary thereon, and a tantalisingly short account of the metamorphosis of the "School-Board Man."

A Popular Outline

IT has always been a mystery to me why there is a continuing demand for books like J. J. CLARKE'S *Outline of Local Government of the United Kingdom* (Pitman, 6s.). But as I have just completed my duty of examining its fifteenth edition, my taste, it appears, must be abnormal. The book is intended for examination candidates, for whom Mr. Clarke modestly says it is invaluable. They may indeed read it under compulsion, but no voluntary reader seeking general information about local government could derive either pleasure or clear notion of the subject from it. Much of the contents are mere lists of headings, taken straight from Acts of Parliament and the like. The connecting narrative, explaining the significance of the chunks of solid fact, is exiguous and presents no picture of local government as it is, or of the uses to which the authorities put the powers with which they are entrusted.

Pitfalls for Statisticians

HINTS on the Study of Elementary Statistics, by "OCCAM" (Gee and Company, 4s.), vigorous, practical, comments on common failings among candidates for professional examinations in statistics, is "a supplement to existing works." Students will find it invigorating; even hardened practitioners may be refreshed by the author's plain speaking on potential errors by both beginners and the purveyors of "exploded ideas and obsolete methods".

Rent Acts Explained

A SECOND edition—up to May, 1946—of R. E. MEGARRY'S *Rent Acts* (Stevens) will be welcomed by all who have to deal with the "obscure and complicated provisions" of this branch of the law, embodied, as one learned judge remarked, in "chaotic verbiage." Part I, now issued at 7s. 6d., contains an explanation of and commentary upon the Acts; Part II will contain the statutes and regulations themselves, and the two parts together will be sold at 10s. 6d.



"Where are the houses, anyway?"

criticism that it would not solve the problems of rural areas impoverished by it. The non-elective nature of the major authority would need defending.

What's Best in Housing

MATTHEW ARNOLD'S definition of culture, "acquainting ourselves with the best that has been known and said in the world," has been the aim of the Association for Planning and Regional Reconstruction in its symposium of the best pronouncements on all aspects of today's housing problems, *Housing Digest*, published at 15s. by Art and Educational Publishers. It is a leading clue to the needle in the housing haystack. In spite of controversy over such issues as houses versus flats, the digest reveals remarkably wide agreement on most subjects.

Brightly produced and well illustrated, it is a stimulating source book.

Forming A Housing Conscience

AUTHORS who can write with grace and lucidity on technical subjects deserve our gratitude; they are all too rare. Here is a first-rate example, written by a committee of the Association of Building Technicians, entitled *Homes for the People*, published at 7s. 6d. by Paul Elek Publishers, handsomely printed, and usefully and decoratively illustrated. The authors aim at describing the technical problems of house-building, the methods adopted to secure strength and protection from sound and weather, and the convenience of siting and lay-out. The writers' common sense is par-

(mine again) expensive but enjoyable. I inquired whether Blatherpatch was still Secretary. The Clerk confirmed that he was.

"A brilliant boy in many ways, but impulsive, John. He lacks your patience, your finesse, your appreciation of the need to till the soil and even, perhaps—ah—fertilise it a little before one sows the seed. You have heard of this National Charter?"

I confessed that I had seen a copy.

"An admirable document, and most useful to branches less competent to handle their own affairs than we, but hardly the kind of thing to present openly to our Council. Even Councillor Torpid was bound to notice it, and as for Councillor McIsaacs . . ."

I shuddered.

"Exactly!" said the Clerk. "I had intended to interpolate a small clause adopting the Charter in the next revision of the bye-laws, but Blatherpatch insisted on an immediate and direct approach. He talked of open diplomacy, of sticking to guns and standing by principles. I have always considered it rather foolish to stick to a gun loaded with blank, and one should exercise discretion in choosing principles by which to stand."

I inquired the result of the application.

"In a sense, it succeeded," admitted the Clerk. "The Council adopted it in principle, but as they fixed their established staff as one officer—myself—nobody else benefited and there is some annoyance among the others."

I said that I could well believe him, and turned to less important affairs. Was the local

when we employed all those girls from the canning factory to assemble gasmasks? By some miscarriage of justice we have had to reinstate them in their old jobs, assembling gasmasks. It is difficult to explain to the Council, and I dare not think of next year's rate precept."

I suggested that he should discharge them.

Cliché Fourth Prize



"Awaiting the Committee's Findings."

A prize of five shillings for this, the fourth administrative cliché to be published, goes to WILLIAM PAINTER of Welling, Kent. The illustration is by Jack Carver of Walsall branch.

"I did," said the Clerk impatiently, "and they fined us a hundred pounds for each girl unless I took them back."

I repeated that things were certainly difficult. "The Ministry," he continued, "apparently

at random

Do You Know Him?

"Trouble is, he fulfils the mathematician's definition of a point. He has position but no magnitude."

This Whitehall

"The Department have been informed by the Ministry of Works that a shortage of paint and painters has held up the completion of the houses."

—Letter from Scottish Health Department.

"Sale by competitive tender of considerable quantities of varnish and paints."—Ministry of Supply advertisement.

"Painters can be made available for essential work by being transferred from non-essential work."—Ministry of Labour statement.

Our Typists

As dictated: The title "domestic assistant" is a misnomer.

As typed: The titled domestic assistant is a Miss Noma.

Civil Service Morals

"It is all right for a Civil Servant to have a baby if she is single, but it means dismissal if she is married. It seems all wrong to me."—Letter in Daily Mirror.

Housing Shortage Explained

"In May, 1944, the Ministry refused an application to build cottages at Great Missenden



because it was said the washing might be seen by the Prime Minister on his way to Chequers."—Report of statement by chairman of local council.

ascribe these difficulties to some administrative inefficiency on my part. Gross impertinence, you say, John, but there it is. They have set up a Working Party to decide whether it would not be better to hand us over to private enterprise."

I was speechless.

"It must be seen to be believed," said the Clerk—not without a certain pride as though it was not every man who could show a chair such as this. "I hope you will visit us as soon as possible, John. I would welcome your advice."

I said that I would certainly look in and whatever I could.

"I could appoint you as a consultant," said the Clerk thoughtfully. "At a suitable fee of course."

I said that would be very nice.

"On the usual basis, naturally," he went smoothly. "Fifty-fifty . . . between ourselves."

I said that would suit me. Actually, it was an improvement on previous similar bargains in which the proportion had usually been eighty-twenty in his favour. Now, of course, I was in an independent and therefore strong position, and he was honest enough to recognize it.

"I cannot tell you how glad I shall be to see you there again, even if it is not quite on the old footing," he concluded, shook me warmly by the hand, swallowed three times, either with emotion or as a safeguard against hiccupping and slipped out through the side door. After a brief word with my old friend the barman I followed, my imagination still struggling to comprehend a state of affairs which even the Clerk could describe as chaotic. Curious alone would compel me to keep my promise "look in."

Only when I reached home did I realise that he had walked off with my cigarettes.

by "hyperion"

Veni, Vidi, Veto

I am asked to deny the report that, in honour of the bi-millenary of Julius Caesar's landing



M. Molotov has adopted the motto: "I came, I saw. I did not concur."

The Porcupines

Oh, happy, carefree little varminths, Your skin's no good for making garmins. —Carl Forsstrom.

Local Government Post-Bag

"Dear Sir,—I beg you to send me a note from you saying me whether Mr. — is living and intends to marry me. Please ask his intention because it is three months since I received nothing. I want to know his sure decision. "With every Kind wish."

Short Story

The Emperor of China gave his Prime Minister £1,000,000 to provide every household in the country with a lamp. The Prime Minister called in the Minister for Internal Affairs and said: "The Emperor wants a lamp in every house in Peking because it is three months since I received nothing. I want to know his sure decision. "With every Kind wish."



"I am the Inspector under the Shops Acts!"

administration still as efficient in operation, as audacious in outlook, and as experimentally adventurous as of yore?

"Things," said the Clerk gloomily, "are in a state of chaos!"

I was shocked less by the words than his tone of utter dejection. I pressed for details.

"The Council Offices," he told me, "are occupied by a horde of irregular occupants. Blatherpatch calls them squatters, but I have forbidden the use of the word, which they greatly resent. They fry their bacon on my radiator, and Miss Legge refuses to work alone because a large man keeps coming in to wash his hands. It makes things very difficult."

"Why don't you chuck them out?"

"Though the Ministry officially deplore their activities, unofficially they deplore any action to stop them."

I agreed that made things difficult.

"The staff," continued the Clerk, "numbers seven hundred and eighty-four, against the pre-war figure of eleven. You recall the day in 1939

NOW A Charter for SCOTLAND



its meeting on September 12, the Scottish Joint Industrial Council approved a scheme of Salaries and Conditions of Service for operation by all local authorities in Scotland as from the beginning of the second half of the local authorities' financial year 1946-47. The terms of the scheme are set out in full below:

Part I—Recruitment and Training

Recruitment to Local Government Service.

—In order to obtain the best qualified and most efficient service, recruitment of local government officers shall be from the widest possible field.

Appointment of Juniors.—The normal minimum age for appointment of juniors to local government service should be 16 years. Entrance to the service should be by competitive examination, and pending the institution of such examination, local authorities should appoint a definite entrance qualification on a standard not lower than the junior secondary certificate. A competitive examination shall be instituted at the earliest practicable date.

Probationary Service.—New entrants to the service shall be appointed for a probationary period of twelve months. If during the probationary period they have given satisfactory service, they should, at the end of that period, be transferred to the established service.

The foregoing provision shall not apply to officers transferred from the service of another authority, or from any other service accepted by the local authority as appropriate to the post filled.

Articled Pupils.—Facilities for obtaining articled articles may be afforded to officers in the service, but no premiums should be required for articled pupils.

Transfers between Departments.—(a) Where practicable, facilities should be provided for training of juniors by transfer from one department to another.

(b) Upon a vacancy arising in any department, employees of other departments emulating a similar class of employee should, where reasonably practicable, be notified of the vacancy. In the filling of the vacancy consideration should be given to applications received from officers in the employment of the authority.

(c) With a view to providing wider administrative experience, local authorities should consider the desirability of seconding to other departments selected officers in suitable cases.

Post-Entry Training.—With a view to meeting the demands made by the increasing importance and the growth of the local government service, it is essential that in addition to the qualification required at entry officers should continue their studies after entry into the service, and arrangements on the following lines should be made by employing authorities:

(i) Attendance at part-time classes approved by the employing authority for the continuance of general education, with some approach to appropriate vocational studies, incorporating an elementary understanding of the principles of local government and public administration, should be required.

(ii) Guidance and reasonable facilities should be provided by the employing authority to

MINISTER'S MESSAGE

The Secretary of State for Scotland, the Rt. Hon. JOSEPH WESTWOOD, M.P., has sent the following message to "Local Government Service":

As one who has had long and intimate association with local government service in Scotland, I have read with interest the new scheme of conditions of service for the administrative, clerical, and technical staffs of local authorities.

The problems which local authorities have to face are a matter of concern to all sections of the community and everyone will agree that it is essential that those entrusted with the responsibility of dealing with these problems should have the support of an efficient staff:

enable officers to obtain such professional, technical or other qualifications as are appropriate to the branch of the service in which the officer is engaged.

In special circumstances it is suggested that selected officers might be granted leave of absence to attend University full-time courses.

(iii) Officers should be encouraged to undertake systematic and regulated study of local government and its problems, and in order to ensure this being done employing authorities should consider the organisation of courses of study, lectures, library facilities and facilities for research.

Part II—General Conditions of Service

7. Office Hours.—Normal hours of duty in offices of local authorities shall be 38 hours per week.

Officers whose duties involve regular evening attendance in connection with meetings of the authority shall be granted compensatory leave of absence at the convenience of the department, except in cases when such circumstances are reflected in the officer's recognised conditions of service, and are specifically referred to in the officer's terms of appointment.

8. Overtime.—Work in excess of the normal hours per week should be discouraged by authorities, and in particular, employees

should not be required consistently to work overtime.

If, nevertheless, overtime is found to be unavoidable, and previous approval thereto by the employing authority has been given, compensatory leave of absence shall be granted or payment shall be made on the following basis:

(a) to ascertain the hourly rate of pay the normal annual salary of the officer, including war bonus, should be divided by 1976 (52 weeks of 38 hours);

(b) the overtime payment should be at plain time rates of salary;

(c) payment should not be made for overtime of less than one hour on any day;

(d) payment for overtime should not be made for any duty in respect of which subsistence allowances are paid as provided for in clause 17.

Chief officers, deputies, senior officials, and officers with basic salaries in excess of £435 should not be eligible for payment of overtime.

9. Annual Leave.—Service of less than one year at the end of the local authority leave year—One working day for each completed month;

Service of one year and not over five years—Twelve working days;

Service of over five years—Eighteen working days.

Special consideration should be given to senior officers.

General and public holidays to be granted in addition to the above leave.

For the purpose of these provisions, each local authority should fix a definite leave year.

Not less than two-thirds of the period of annual leave should be granted during the months of May to September inclusive.

10. Special Leave.—Additional leave, with or without pay, may be granted in special circumstances at the discretion of the authority.

11. Leave for Jury Service.—An officer receiving a summons to serve on a jury must report the fact to his chief officer, who shall grant him leave of absence therefor with pay unless exemption is secured.

12. Women Officers—Maternity Leave.—Women officers after twelve months' continuous service shall, in the event of confinement, be allowed special leave without pay.

13. Discipline.—The chief officer of each department shall be responsible for the management and discipline of his department.

Where an officer has been dismissed, suspended, or reduced in grade, he shall be notified, in writing, of the reasons for such action, and if the employee considers he has been wrongly dismissed, suspended or reduced in grade, he may make application, in writing, either individually or through his trade union or association, to be heard by a special appeals committee to be appointed by the authority.

14. Sick Pay.—(i) Employees with less than one year's continuous service at the date of incapacity shall receive no pay whilst off duty on account of sickness, provided that no deduction shall be made from the pay of any such employee who is off duty with the approval of the head of the department, for a period not exceeding three days.

(ii) Employees with one year's continuous service and over at the date of incapacity, shall, whilst off duty on account of sickness, receive in any one period of twelve months, full pay for the period shown in the second column of the following table, and thereafter half pay for the additional period shown in the third column of the table, subject to deduction of sickness benefit as ascertained:

Service at Date of Incapacity	Full Pay for	Half Pay for
One to five years	2 months	2 months
Five to ten years	3 months	3 months
Ten to fifteen years	4 months	4 months
Over fifteen years	6 months	6 months

Previous service with any local authority may be reckoned for the purposes of this scheme.

(iii) In the case of employees for whom the local authority contribute under the National Health Insurance Acts, there shall be deducted from any pay granted under this scheme, sickness or disablement benefit at the standard rates payable under the said Acts.

(iv) An employee to whom sick pay is payable for a period exceeding three days, shall, within six days of going off duty, cause to be exhibited to the head of his department, a medical certificate showing the cause of the incapacity for work, and no pay shall be granted, as aforesaid, until such medical certificate has been submitted. Where the employee concerned is insured under the National Health Insurance Acts, the medical certificate may take the form of the medical certificate issued for national insurance purposes.

So long as the incapacity continues, such employees shall continue to submit medical certificates as above, at not longer than fortnightly intervals, or as may be required by the head of the department, having regard to the nature of the illness; and the employee may be required, as and when the head of the department considers it necessary or advisable, to submit to an examination by a medical officer appointed by the local authority for this purpose.

(v) If an employee is still unfit for work at the expiry of the half-pay period applicable to his case, such employee shall furnish to the head of his department a special medical report which shall show the cause of incapacity and give an indication of the probable duration thereof. The head of the department may, thereupon, report the case to the first meeting of the appropriate Committee, and the Committee shall:—

(a) decide whether the period of absence from duty shall be extended for a further period without pay, or

(b) in the event of any exceptional circumstance take such other action as they may deem appropriate.

(vi) In any case where the head of a department has reason to believe that an employee's absence from duty has been caused by his own misconduct he may suspend payment of sick pay and report the case to the first meeting of the appropriate committee, and the committee, having regard to all the circumstances of the case, may direct, either that no allowance of sick pay be granted, or that full pay and/or half pay may be granted for the normal or only for a restricted period.

(vii) Sick pay will be computed on the basis of the normal salary or wage (excluding overtime) which the employee would have been receiving had he/she been on duty.

(viii) For the guidance of local authorities and in order to secure uniformity in the application of this scheme, the following method of reckoning the sick pay is recommended:

When an employee becomes absent from duty on account of illness, the employee's sick pay record should be examined, and any period or periods of sick leave (other than periods in the first year of service, for which no payment was made), during which the employee has been absent from duty on account of illness in the twelve months preceding the first day of the employee's new sickness (whether arising from the same cause or not, and whether the employee had been in receipt of full pay, half pay, or was absent without pay) shall be taken into account in computing the appropriate payment in respect of the new period of sick leave, and the aggregate of such previous periods of sick leave shall be set off in the first instance against the full pay period and the balance against the half pay period to which the employee is entitled in respect of his latest sickness.

15. Payment of Removal Expenses.—When an officer is required by his employing authority to transfer from one district to another, he shall be reimbursed the cost of removal, provided that an estimate of the cost has first been approved by the head of the department concerned. Removal expenses are to include only such expenses as are reasonably incurred in connection with the removal, namely, those directly arising out of the transference of furniture and household goods. Any other incidental expenses are

only to be paid with the express approval of the employing authority.

16. Expenses of Candidates for Appointment.—The actual expenses, reasonably incurred by a candidate, should be reimbursed. Such expenses should not be paid until after the conclusion of the interview, and in the event of a candidate withdrawing his application, or refusing the offer of employment on grounds which, in the opinion of the interviewing committee or official, are inadequate, no expenses will be paid.

These conditions should be brought to notice of candidates when the request for their attendance for interview is made.

17. Subsistence Allowances and Travelling Expenses.—In general, local authorities should reimburse actual expenses reasonably incurred by officers travelling on the business of the authority.

Where the authority considers it desirable to fix a scale, the minimum payments under such scale should be such as will compensate the officer for all reasonable outlays.

The allowances to officers who are required to use their own motor cars for official purposes are meantime left to the discretion of the authority.

18. Welfare.—It shall be the responsibility of the authority to make adequate provision for ensuring the welfare of its staff, including the conditions under which they work.

How the Charter Was Won —

Negotiators Overcame Many Difficulties

by Harry Rae

SCOTTISH DISTRICT OFFICER

THE Scottish Charter is the result of seven months' negotiation. That, on the face of it, is a long time. But it represents two meetings of the full Council, three of the executive committee, and, separately in the employers' and employees' panels, probably at least another four. Such activity is unprecedented in the history of the Council and shows the genuine desire of both sides to meet, as speedily and as reasonably as possible, the demands, from both employing authorities and employees alike, for a national scheme.

It was not merely a question of putting the English Charter on the table with a demand "apply or else." Collective bargaining is more than that. It involves examination of claims and counter-claims with concessions to points proved, and compromise where deadlock appears likely. Many difficulties were thus overcome before agreement was finally reached. While the staff side do not claim entire success, they are convinced that the terms of the agreement represent the limits to which the employers were prepared to go. What then did we achieve?

1. Advances on existing basic maxima—comparing favourably with the average increase under the English Charter—of

For Men—£180 to £270 (group 4), £190 to £270 (group 3), £200 to £285 (group 2), and £210 to £300 (group 1), and

For Women—£125 to £220 (group 4), £130 to £220 (group 3), £140 to £230 (group 2), £145 to £240 (group 1), (with group 4 now merged into group 3, and with all burghs under 5,000 population, previously excepted from awards, to be covered);

2. A promise to review immediately the grouping of individual authorities to remove anomalies, and a further review at the end of

two years to consider the abolition of grading altogether;

3. Payment for overtime, and an improvement scheme for sick leave; and

4. The right of appeal against unsatisfactory grading.

Scotland never had a general standard of classes of officers before, other than the basic clerical grades. Now, in our we have gained a comprehensive giving us approximate parity with our colleagues. At a reasonable estimate half a million pounds should swell the pockets of our members.

A considerable advance has been but it is only the beginning. There will see the early resumption of discussions employers to secure uniformity in within the scheme for the administrative, technical, and professional staffs. The recommendations of the Scottish Joint Cons Committee are ready for submission to the National Joint Industrial Council, the cordial atmosphere now created, every hope for early settlement.

Employers' Hope To Raise Standards

by A. T. Morrison

CHAIRMAN OF EMPLOYERS' SIDE

THE aim of the whole Council, representing as it does, all local authorities—city, and burgh—on the one side, and associations and unions on the other, has been to frame a twofold scheme which will provide conditions more comparable with those of a similar nature outside the Service, which will not only maintain, but will raise the standard of entrant to the Service.

At the same time, it follows the practice so common in the teaching, police, and professions, of setting up standard conditions for appropriate occupations, thereby doing away with two rather out-of-date practices—

Grading and Scales of Salaries.—The duties performed by officers shall be classified as follows:—

General Division: This division includes officers performing duties in accordance with the following instructions and regulations.

Higher Division—Grade I: This grade includes officers performing duties which, having regard to their nature and responsibility, require a standard of knowledge and experience higher than that for the General Division.

Higher Division—Grade II: This grade includes officers engaged as supervisors of large or important sections of work, or on responsible individual work requiring a high standard of experience and capacity and above that necessary for Grade I (Higher Division).

Administrative, Professional and Technical Division:

Administrative: The duties appropriate to this class are those concerned with the formation of policy, improvement of organisation, general administration of instructions of the authority and control of Departments.

Professional and Technical: The duties appropriate to this class are those which require officers holding legal, medical, scientific, accountancy, secretarial, or other qualifications conferred by a professional institute, including civil or mechanical engineers, surveyors, architects,

The Scales of Salaries are as set out hereunder, and for the purpose of applying these, local authorities shall be grouped as set out in a panel on the next page.

What it Means

by certain authorities, and poaching officers in the form of enhanced salaries. It has, in the past, been considerable in the quality of recruits to the service. The arrangement for a standard examination is strongly to be recommended. The requirements of local government are continually being enlarged, and in the future, even more than in the past, they will require the best that can be obtained to it. I believe the new Charter will do this.

Step Towards One Scale For All

by Sam Brodie
CHAIRMAN OF STAFFS' SIDE

OUGH we were unable to negotiate a scale of national salaries similar to that achieved by the National Joint Council in 1914, it would be wrong to suggest that what was attained is altogether unsatisfactory. A major result of our agreement is that full-time local government officers in Scotland will now be brought within the scope of the scale and is assured of automatic promotion from entry to the service to the top of the general clerical division.

The old bogey of patronage and nepotism, which has been laid by the introduction of competitive examinations as the only means of entry to the Service.

ent for sickness and overtime' now applies to the English Charter, and the fact that holidays is very much better.

ally, the agreement establishes a new standard for officers in Scotland and brings to the service immediate advancement in status and remuneration.

a first step towards the ideal of one national salary scale and should be welcomed as a step with the welfare of the Service at heart. The good will shown on both sides in the negotiations, and the obvious desire for agreement, augurs well for the future.

GENERAL DIVISION

(a) Juniors (under 21)

Group	Age	Males				
		16	17	18	19	20
1		£ 65	£ 80	£ 95	£ 110	£ 125
2		£ 60	£ 75	£ 90	£ 105	£ 120
3		£ 50	£ 65	£ 80	£ 95	£ 110

Group	Age	Females				
		16	17	18	19	20
1		£ 50	£ 65	£ 80	£ 95	£ 110
2		£ 45	£ 60	£ 75	£ 90	£ 105
3		£ 40	£ 55	£ 70	£ 85	£ 100

(b) Adults (21 and over)

Group	Age	Men									
		£	£	£	£	£	£	£	£	£	£
1	145	160	175	190	205	220	240	260	280	300	
2	135	150	165	180	195	210	230	250	270	285	
3	130	145	160	175	190	205	220	235	255	270	

Group	Age	Women									
		£	£	£	£	£	£	£	£	£	£
1	125	140	155	170	185	195	210	220	230	240	
2	120	135	150	165	175	185	195	210	220	230	
3	115	130	145	160	170	180	190	200	210	220	

HIGHER DIVISION

Grade I

Group	Age	Men				Women			
		£	£	£	£	£	£	£	£
1		315	330	345	360	250	265	275	290
2		300	315	330	345	240	255	265	280
3		285	300	315	330	230	245	255	270

Grade II

Group	Age	Men				Women			
		£	£	£	£	£	£	£	£
1		380	395	410	425	305	315	330	340
2		365	380	390	410	295	305	320	330
3		350	365	375	395	285	295	305	320

ADMINISTRATIVE, PROFESSIONAL AND TECHNICAL DIVISION

Men and Women

(i) Grades applicable only to authorities in Groups 2 and 3:

Grade	£	£	£	£
Grade A	270	285	300	315
Grade B	300	315	330	345

(ii) Grades applicable to all authorities:

Grade	£	£	£	£
I	330	345	360	375
II	360	375	390	405
III	390	405	420	435
IV	420	435	450	465
V	460	475	490	510
VI	535	555	575	600
VII	575	600	625	650
VIII	625	650	675	700

21. Establishment.—(a) It shall be the exclusive right of a local authority to determine the establishment for each of its departments, and the establishment shall consist of the total number of posts allocated to the various grades.

(b) The establishment of each department shall be fixed by allocating each post to an appropriate grade, in relation to the duties and responsibilities attaching to the posts.

(c) The establishment shall not be varied except for substantial alterations in the work to be performed.

22. Increments.—(a) Where salary is regulated according to age, increments will be payable as from the first day of the pay period following that in which the officer attains the stated age.

(b) In all other cases the increments due shall be payable as from the beginning of the local authority's financial year, provided the employee has had not less than six months' service in the grade.

(c) An increment may be withheld if an officer is reported upon adversely, subject to the right of the officer to appeal to the committee referred to in Clause 13. If an increment is withheld because of unsatisfactory service, and the service of the officer subsequently becomes satisfactory, the increment may thereupon be reinstated.

(d) The salary of an officer may be increased by an amount in excess of the normal scale

increment, on the grounds of special merit or ability.

23. Application of Scales.—(i) Subject to the provisions of clauses 19 and 21 in the application of this scheme, existing grades and salary scales falling within the maximum of the scale for the General Division shall merge into the scale for that Division.

(ii) In the case of employees already in the service of a local authority at the date when this scheme commences to operate—

(a) Juniors under 21 years of age should be granted the appropriate salary according to age or service.

(b) The present salaries of adult employees should be adjusted to the appropriate place on the scales by the granting of such increments as the local authority may decide, provided that the appropriate salary in accordance with the scales should be reached in the case of authorities in Groups 1 and 2 in a period not exceeding two years, and in the case of authorities in Group 3 in a period not exceeding three years from the date of commencement of the scheme and that the increments should be not less than approximately equal amounts annually.

(c) Where the principal administrative offices of a county council are situated in a city or burgh which is in a higher group than the county, the county council may, as regards staffs employed within such principal administrative offices, adopt the salary scales fixed for the group in which such city or burgh is placed.

(iii) In the case of employees entering the service of a local authority on or after the date when the scheme commences:

(a) Juniors under 21 years of age should be granted the appropriate salary.

(b) Employees over 21 years of age on entry may commence at such point in the appropriate scale as the local authority may decide, provided that, in the case of entry to the General Division, such point shall be not more than two years behind that which the employee would have reached by ordinary increments if he had entered the scale under 21 years of age.

24. Promotion to Higher Grade.—(a) Promotion shall be regulated by merit rather than by seniority.

(b) An officer shall not be eligible for promotion from the General Division or other grade to a higher grade unless he has passed successfully any promotion examination prescribed by the Industrial Council or the authority, and has obtained such qualification as may be specified by the authority for such higher grade.

(c) Promotion to a higher grade shall be dependent on the existence of a vacancy in that grade, except when the establishment is reviewed or when additional posts are allocated.

(d) An officer may be promoted to a higher grade before he has reached the maximum salary of his existing grade.

(e) On promotion an officer shall be paid not less than the minimum salary of the grade to which he is promoted.

25. Grant on Obtaining Specified Qualifications.—Authorities should recognise by a monetary grant the passing by an officer of examinations of approved examining bodies which have reference to the work of the department in which the officer is employed. The grant should be £15 in respect of an intermediate examination; £15 in respect of a final examination, or £30 if there is only a final examination, provided that:—

(a) payment should only be made in respect of one degree or qualification;

(b) no payment should be made where the possession of the qualification is a condition of appointment to a particular post.

A list of appropriate examining bodies is set out in the panel on the next page.

Part IV—General

26. Official Conduct.—Local authorities are recommended to specify by means of standing orders or otherwise regulations for official conduct, such as are set out in the model articles in Appendix "C."

27. Interpretation of Scheme.—Any questions concerning the interpretation of this scheme shall be referred to the National Joint Industrial Council for determination.

28. Appeal.—Any question as to the application of the scheme to him, which it is competent for an officer to raise, shall be

such of the above classes as fall within the scope of this Industrial Council will be considered separately.

(b) Officers with salaries exceeding £700 per annum.

31. Date of Commencement.—This scheme shall commence to take effect as from the beginning of the second half of the local authority's financial year 1946/47.

Appendix C—Model Articles of Official Conduct

1. Relatives of Members of the Authority or Officers.—Except where entrance is by competitive examination, every candidate for an appointment shall, when making application, disclose, in writing, whether to his knowledge he is related to any member of the authority, or to a holder of any senior office under the authority. Deliberate omission to make such a disclosure shall disqualify the candidate, and if the omission is discovered after appointment, he shall be liable to dismissal.

2. Canvassing of Members of the Authority or Officers.—Canvassing of members of an employing authority, directly or indirectly, in connection with any appointment under the authority, shall disqualify the candidate. The purport of this regulation shall be stated in any advertisement and form of application issued. A member of the authority shall not solicit for any person any appointment under the authority, or recommend any person for such appointment or for promotion; but this paragraph shall not preclude a member from giving a written testimonial of a candidate's ability, experience, or character, for submission to the authority with an application for appointment.

3. Direct Employment by Authority.—Employing authorities shall not make whole-time appointments of senior officers on terms which include the salaries of other persons engaged on the work of the authority.

4. Proceedings of Committees, etc.—No officer shall communicate to the public the proceedings of any committee meeting, etc., nor the contents of any document relating to the authority unless required by law or expressly authorised to do so.

5. Interest of Officers in Contracts.—If it comes to the knowledge of an officer that a contract in which he has any pecuniary interest, whether direct or indirect (not being a contract to which he is himself a party), has been, or is proposed to be, entered into by the authority, he shall, as soon as practicable, give notice in writing to the clerk to the authority of the fact that he is interested therein.

6. Information concerning Officers.—Information concerning an officer's private affairs shall not be supplied to any person outside the service of the employing authority unless the consent of such officer is first obtained.

7. Publicity regarding Salaries and Promotion.—Employing authorities should give effect to the following recommendation made by the Royal Commission on Local Government in 1929:

"We are impressed by the fact that this question has been raised not only by representatives of local government officers, but by representatives of local authorities who, without any desire to limit proper public discussion of the expenditure of public money on salaries, strongly deprecate public debate upon the salary and promotion of individual officers. It is clear that the publicity given to invidious discussions of personalities may have very detrimental effects upon the service and it would be desirable for local authorities to consider by what procedure this might be minimised."

Employing authorities should include in their Standing Orders the following model Standing Order:

"If any question arises at a meeting of the council as to the appointment, promotion, dismissal, salary or condition of service, or as to the conduct of any persons employed by the council, it shall be considered by the council in committee unless the council otherwise resolve."

Effect of Charter on Bonus

A resolution covering the effect of the Charter on the existing bonus was carried at the meeting of the Joint Industrial Council which the Charter was approved. It reads:

(1) That in the case of entrants to the service on or after the commencement of the National Scheme of Salaries, the rate of war increase payable shall be the rate which was in operation immediately prior to the commencement of the present war increase.

(2) That in the case of existing employees whose salaries (excluding war increase) are increased in consequence of the application of the National Scheme of Salaries, the rate of war increase payable

How Councils Are Grouped

While the greater part of the Scottish Charter is applicable to all local authorities in Scotland, the salary scales are divided into three groups, applicable to local authorities as follows:

GROUP I

Cities and Burghs

Glasgow	Clydebank	Johnstone
Edinburgh	Kilmarnock	Barrhead
Dundee	Ayr	Grangemouth
Aberdeen	Falkirk	Gourock
	Rutherglen	Hamilton
Paisley	Dumbarton	Prestwick
Greenock	Port Glasgow	Coatbridge
Motherwell	Renfrew	

Counties

Dunbarton	Lanark	Renfrew	Ayr
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GROUP II

Cities and Burghs

Kirkcaldy	Musselburgh	Kilsyth
Dunfermline	Alloa	Dalkeith
Perth	Cowdenbeath	Leven
Airdrie	Irvine	Largs
Dumfries	Kirkcintilloch	Denny
Stirling	Bo'ness	Burntisland
Inverness	Lochgelly	Milngavie
Buckhaven	Dunoon	

Counties

Stirling	Midlothian	Perth
Fife	West Lothian	Kinross
East Lothia	Clackmannan	

GROUP III

All other local authorities

The above grouping is under review and should, therefore, be regarded as provisional only.

referred in the first instance to the authority concerned. If the officer is dissatisfied with the authority's decision, or with their failure to make a decision, he may have the matter referred to the Industrial Council, who shall deal with it in accordance with their arrangements for dealing with disputes.

29. Safeguarding of Existing Staff.—Where an officer, under his existing contract of service, enjoys better conditions of service, taken as a whole, or is receiving a higher salary, or would progress to a higher salary than that applicable to the grading of his post under this scheme, such better conditions of service, taken as a whole, or such higher salary, shall be preserved in his case; otherwise the scheme will apply in its entirety.

30. Application of Scheme.—This scheme shall not apply to:

(a) Employees who are not required to possess the entrance qualification specified herein, e.g., messengers, attendants, out-door collectors, attendance officers, meter readers, telephone operators, female assistants employed on simple routine work, such as filing, sorting, or copying of documents, etc., provided that

Recognized Examinations

The following is the list of examinations recognized as appropriate to the local government service:

Appropriate Degree of a British University.
Solicitors' Examination.
Institute of Municipal Treasurers and Accountants.
Society of Incorporated Accountants and Auditors.
Society or Institute of Chartered Accountants.
Association of Certified and Corporate Accountants.
Institute of Cost and Works Accountants.
Chartered Institute of Secretaries.
Incorporated Association of Rating and Valuation Officers.
Surveyors' Institution.
Institute of Public Cleansing.
Royal Sanitary Institute.
Royal Sanitary Association (Scotland).
Royal Veterinary College.
Royal Institute of Chemistry.
Royal Institute of British Architects.
Institution of Civil Engineers.
Institution of Mechanical Engineers.
Institution of Municipal and County Engineers.
Town Planning Institute.
Institute of Structural Engineers.
Library Association.
Institute of Electrical Engineers.
Institute of Transport.
Institute of Gas Engineers.
Institute of Automobile Engineers.
Board of Trade—Inspectors of Weights and Measures.
Board of Trade—Inspectors of Gas Meters.
Diploma in Social Science.
Poor Law Diploma.
Diploma in Public Administration.
National Association of Local Government Officers.
Institution of Water Engineers; and other qualifications approved by the J.I.C.

as from the date of such salary increase shall be the rate which was in operation immediately prior to the commencement of the present war increase, provided that:

(a) this arrangement will not operate so as to reduce the total remuneration actually payable at any time to any such employee;

(b) where, in consequence of the amount of war increase actually being paid, the remuneration is or would, if the salary were increased, become in excess of that which would be payable if the reduced rate of war increase provided for in this paragraph were applied, any salary increases payable under the scheme shall be offset by a corresponding reduction of war increase, until the war increase is adjusted to the appropriate amount.

It was further agreed to recommend that, in the event of a revision of the war increase adopted by the English Industrial Council for Administrative, etc., Staffs, there should be a corresponding revision of the war increase recommended by this Industrial Council.

At Last—the Administrator's Chance to Get On Top

By C. J. NEWMAN, O.B.E., Town Clerk, Exeter, and
Senior Vice-President, NALGO

the Charter, Mr. Newman points out, has given the pure administrator a chance to reach his proper level in local government—the top. The ladder will be the new promotion examination. What form should it take? Mr. Newman here makes some provocative suggestions—and invites readers to contribute more of their own.

THE National Whitley Council has established a Local Government Examinations Board to devise and manage a "suitable promotion examination" for officers in the General Division to test their fitness "for promotion to a higher grade unless they have secured the qualification of a recognized professional institute."

The professional and technical qualifications of the various professional institutes are well known and long established. Now, for the first time, an alternative qualification for promotion is to be made available. What is that qualification to be? Again for the first time, an answer is given in the new Grade—"Administrative, Professional and Technical Division." The order may be alphabetical, but I prefer to see in it the first glimmer of common-sense in the assessment of the qualifications of a local government officer, putting administrative ability first and foremost, to which all else may be added but without which the most brilliantly qualified professional or technician is useless in the higher grades.

Here the contrast between our service and the civil service is truly amazing. We have two closely related and interdependent branches of the public service with a completely different outlook on staff qualifications and, equally if not more important, on the relative status—and salary—of the administrator and the technician.

In the civil service, the administrative division is the highest division, and the professional and technical grades have long been fighting to obtain equal or near equal recognition. The technician is on tap and not on top. His advice on a professional or technical point is sought when required in the consideration of an administrative problem, but the trained administrator decides.

Specialist Bias

In our service, on the other hand, professional and technical qualifications decide appointments of heads of departments the bulk of whose daily work is administrative—and the larger and more important the authority the higher the proportion of administrative work. The departmental chief has to settle a mass of administrative questions every day, and his sole training in administration has been in a narrow field and limited horizon of a specialized technician.

Years ago now, the Hadow Committee considered that "specialization is apt to give just a bias to the mind which the administrator must be at pains to avoid." The same committee, speaking of the principal qualification of a clerk to a local authority, said: "The essential qualification of the clerk is, therefore, administrative ability. He should be a person of broad and constructive outlook . . ." Yet today the qualification for a town clerk is still the Solicitors' Final.

Can you not hear them explaining to Alice in Wonderland: "Oh, you silly, to find that we plant called an administrator you simply put your fancy from a closely fenced border of lawyers or doctors or engineers and just call an administrator—now do you see?"

That Alice in Wonderland has not become Alice in Blunderland is due in large measure to the devoted work of that great body of local government officers who are experts in administration—and only in administration—which

they have acquired in years of practical experience; but in our Wonderland they have, till now, been called clerks and not administrators or administrative assistants.

A Significant Change

At last, the Charter has given them recognition, long overdue, and the administrative takes rank with the professional and the technical. I wonder if the service fully appreciates the significance of the change and what a miracle of transformation can be wrought in the public mind as to the real value and true assessment of the ordinary local government officer. Public opinion lives by labels. To it a chief clerk is just a glorified clerk—but a chief administrative assistant is a different being.

And labels mean mobility, wider horizons, and a wealth of experience that make the good administrator. We want to see as many advertisements—and more—for administrative posts as there are now for professional and technical—and no more one-town men content to wait for dead-men's shoes. From office boy to chief in the same office will be seen in its true light as a tragedy of devaluation and not a triumph of achievement. The local product



"He's been dressing like that ever since we adopted the Charter!"

may get paeans of praise, which is cheap, but only pennies of profit in his cash value from councillors who have known "Bill" since they were school boys together. The way to the top will be open—open as never before—but it lies "over the hills and far away" and not up the same flight of steps every day.

Changing the label is important, but the new administrative label must have a real meaning. Clerks must remain in the clerical divisions, but for those who would climb beyond in the future there is to be "a suitable promotion examination."

And what is suitable? Clearly, it must be a test of administrative ability as distinct from mere clerical ability. But what is administrative ability? I have never yet seen a satisfactory definition, though we all know what it means and can recognize it when we see it. Some, at least, of its components, I would suggest, are initiative, resource, adaptability, balanced judgment, and, above all, character and strength of purpose—no yielding to popular clamour nor trimming to curry favour. What examination can test such qualities or lack of

Examinations Board Now Appointed

THE new Local Government Examinations Board appointed by the National Whitley Council consists of:

- ALD. SIR JAMES AITKEN, J.P., chairman of Lancashire county council (chairman);
 - SIR HORACE WILSON, G.C.B., G.C.M.G., C.B.E., LL.D., independent chairman of the National Whitley Council and former Permanent Secretary of the Treasury and head of the civil service;
 - COL. S. P. DAWSON, O.B.E., M.M., T.D., J.P., chairman of the employers' side of the National Joint Council and a member of Manchester city council;
 - E. L. RILEY, D.P.A., chairman of the staffs side of the National Joint Council and vice-chairman of the national executive council of NALGO;
 - COUNCILLOR J. CARR, a member of Lancashire county council, and Horwich urban district council;
 - E. A. S. YOUNG, chairman of the national executive council of NALGO;
 - E. BISHOP, O.B.E., joint and employers' side secretary, National Whitley Council;
 - HADEN CORSER, F.R.S.A., joint and staffs' side secretary, National Whitley Council and deputy general secretary, NALGO;
 - A. L. BINNS, C.B.E., M.A., B.Sc., chief education officer, Lancashire;
 - D. N. CHESTER, M.A., treasurer, Joint University Council for Social Studies and Public Administration; and
 - W. A. ROBSON, B.Sc. (Econ.), LL.M., Ph.D., Reader in Administrative Law, London School of Economics.
- The Secretary of the Board is H. SLATER, B.Sc. (Econ.), F.C.I.S., formerly education secretary, NALGO.

The functions of the Board are to:

- Devise and manage the project of promotion examination and advise the National Whitley Council on the facilities needed to enable candidates to prepare for this examination;
- Keep under general review all the examinations which effect the local government service; and
- Advise on the arrangements to be made for the selection of recruits to the service.

Until it obtains its own offices, the address of the Board will be 24, Abingdon Street, London, S.W.1.

them? Certainly not the ordinary academic examination or anything on those lines. The Diploma in Public Administration does not make an administrator, but merely gives a background of philosophy and principles.

Novel Methods Needed

This is a new departure and, I suggest, needs novel methods, but what those methods are to be calls for most careful thought, and should provide fruitful discussion throughout the service. The future destiny of many thousands are dependent on this examination and its suitability. All of us should be interested, and many should have useful ideas on the subject.

If only to start discussion, I suggest that the examination must be quite different from anything at present in operation; must be largely practical, to give a fair chance to our older colleagues whose great and irreplaceable asset is their years of practical experience; must be sufficiently general to cater for all departments in the service; and must include an oral examination or interview by someone competent to judge those intangible but vital qualities of personality and character which distinguish the administrator from his clerical colleagues. I can hear the outcry against the interview and I can sympathise with the underlying fear of favouritism, but I shall be interested to learn of a sound alternative.

We are to have a yard-stick to measure our labels, but what is to be the size and the shape of that yard-stick? The Local Government Examinations Board has to find the answer—can we supply it?

Building Society Restricts Advances : Brighter Prospects For Pensioners : Grading Appeals Made Easy

SO great has been the demand for mortgages from the NALGO Building Society lately—it has agreed to advance £1,850,000 already this year—that the Committee of Management has been reluctantly compelled to limit loan facilities. From the first of this month, therefore, facilities will be restricted to:

- Advances on new houses required for the personal occupation of a member;
- Advances to existing borrowers who wish to sell their present house mortgaged to the Society and buy another one (new or old); and
- Advances for repairs, etc., on properties already mortgaged to the Society.

The maximum advance in the first two classes will continue to be 90 per cent of the value or the purchase price, whichever is the lower figure, and the rate of interest will remain at 3½ per cent for advances on owner-occupied properties.

At the same time, local correspondents are being urged to do all in their power to stimulate the inflow of investment income, upon which the Society's power to make advances depends. There are few better or safer investments today. The rates of interest are 2 per cent on shares and 1½ per cent on deposits—equivalent, since the Society pays income tax, to gross yields of £3 12s. 9d. and £3 3s. 8d. per cent. respectively to a member liable to tax at the current standard rate. There is now no restriction on the acceptance of share or deposit investments up to the limit of £5,000. In addition, deposit investments at 1½ per cent free of tax will now be accepted from non-members. The more money the Society can obtain in investments, the more it will be able to lend to members—so tell your friends!

Time Off for Squatting.

"Afternoon off to pick hut in—Street, and remove furniture—Squatting."—Extract from time-sheet of Milford Haven council workman.

Pensions—Mr. Dalton's Promise

The assurance that he was "very much in sympathy with the position of local government pensioners" and would give "most careful consideration" to the case for increasing their pensions, was given by HUGH DALTON, Chancellor of the Exchequer, to a deputation of the T.U.C. Advisory Committee on Local Government (on which NALGO is represented) together with teachers' representatives, on September 12.



COUNTESS WEAR—One of the B. and O. Fund's Christmas cards.

The deputation urged:

A general raising of the increases now in force. Amendment of the Pensions (Increase) Act, 1944, to cover certain pensioners at present denied its benefits;

Extension of the income limits of the present Act from £225 to £350 for pensioners without dependants, and from £300 to £450 for those with a dependant; and

A consequential revision of some existing categories.

If the proposals are given full effect, the percentage increases will be:

For a pensioner with one dependant: income up to £100—40 per cent. increase; from £100 to £200—30 per cent.; from £200 to £350—22½ per cent.; and from £350 to £450—10 per cent.

For a pensioner with no dependant: income to £75—40 per cent.; from £75 to £150—30 per cent.; from £150 to £250—22½ per cent.; and from £250 to £350—10 per cent.

Mr. Dalton said that he would have to consult the Minister of Health on the effect of the proposals on national and local finances, but admitted that improvements were desirable.

Exhibition Opening Broadcast.

I continue to hear good reports of the NALGO exhibition, still on its tour throughout the country. "Headline" items come from:

C. H. GARDINER, clerk to Evesham R.D., who was invited by the B.B.C. to give an eyewitness commentary on a Midland Region transmission of the opening of the Worcestershire branch exhibition at the Shire Hall on September 30;

Billericay, where penicillin was on show and had to be taken home each evening because it was so precious;

Wigan, where 15,000 people saw a model community centre and the original charter granted to the town in 1246.

The exhibition is being shown this month at Chatham (October 2-9), Rotherham (3-10), St. Albans (12-19), Southport (12-26), and Blackpool (19-26). November bookings are: Darlington (7), Weymouth (9), and Skelmersdale (23).

Incidentally, the editor owes, and has asked me to make here, an apology to Cardiff branch and to W. G. DAVID of Glamorgan for misreporting him last month as having told the

Conference public relations meeting that his branch had staged an exhibition attended by 30,000. Credit for this magnificent achievement belongs properly to Cardiff.

Getting Ready For Christmas.

Four different Christmas card designs, now being printed, will be on sale in a month or two for the benefit of the Benevolent Fund. Two, drawn by G. McVAY, South Shields, are in full colour, and

the others, including that reproduced on this page, are from the camera of R. W. J. NORTON A.R.P.S., a member of Exeter branch.

Congratulations to . . .

H. TOWNSEND ROSE, M.Sc. (Econ.), LL.B. D.P.A., author of "English Local Government Law," "Local Government Up-to-date," joint author of "The Councillors' Handbook," and assistant solicitor, Brentford and Chiswick on his appointment to the National Coal Board.

"Civic Affairs"

I welcome this month another addition to the growing field of municipal journalism. "Civic Affairs," to be published monthly by the Documentary Press, 92 Fleet Street, E.C.4, made its bow last month and, though a yet modest in size, promises to be lively in content. Dedicated to the task of bringing "better understanding of citizenship to the ordinary men and women," its first number includes articles on the background to local government, by Eric Jackson, assistant clerk to the L.C.C., public relations in Birmingham by F. W. Bradnock, the city's P.R.O., the cultural activities of Blackpool, the police service, and Thomas Sharp's Exeter play together with a characteristic postcard from G.B.S., book reviews, and miscellaneous notes.

Notifying Grading—New Method.

The method employed by Croydon establishment committee for notifying members of the staff of their grading calls for special praise. All were shown the printed lists of establishments, the name of the person appointed to each, and the grading and salary proposed. This enabled each officer to compare his grading with that of others holding similar jobs.

A week was allowed for appeals—without special arrangements for those in the Forces on annual holiday or sick leave. During the time, LESLIE MOIR, energetic branch secretary, tells me, many officers, before appealing, took advantage of his offer of advice and help.

Of a total of 620 officers affected, 168 appealed: 47 unsuccessful appeals were presented again by the branch, with 32 wins so far.

"What is NALGO?"

By far the snappiest, clearest, and most forceful pamphlet putting the case for joining the Association I have seen is "What is NALGO?"—just published by Lewisham Chief credit for the production goes to S. HEWITT-EMMETT, a leading member of the branch. H. J. WHITEHEAD, branch magazine editor, tells me that it converted 70 new members in ten days. Some going! Other branches having the production of such leaflet in mind, might like to contact Lewisham branch secretary at the Town Hall, Catford S.E.6, with a view to securing a copy, borrowing printing blocks, or coming to some arrangement with the printers who are, I believe, "keeping the type standing."

Obituary—Dr. J. B. Williamson.

I regret to record the death of:

DR. J. B. WILLIAMSON, one-time vice chairman of the North-Eastern district and member of the transferred officers' committee of the N.E.C. set up after the merger of the National Poor Law Officers' Association into NALGO. Dr. Williamson's retirement due to ill-health, from the post of medical superintendent of Preston hospital and institution was reported in April.

House Exchange Service.

Three houses offered for exchange by members taking up new appointments:

H. D. A. BUCHER wants a 3-bed., det. house with garage within ten miles of St. Albans, for his architect-built, electric, 1939 cottage with 2-beds., large living room, a kit., garage and ½-acre garden in Sanderstead. Write Ash Cottage, Kingswood Way, Sanderstead, or phone Sanderstead 3863.

P. W. HYDE wants to exchange his house in Newcastle Staffs. for one in Nottingham, on basis of agreed valuations. Write: P. W. Hyde, Staffordshire Potter Water Board, Albion Street, Hanley, Stoke-on-Trent.

A bungalow or villa-type house in Aberdeen wanted in exchange for a 1938 villa—with 3-bed., bath and kit.—in Glasgow. Write: NALGO, 67, West Nile St., Glasgow.

"Carry-Over" Anomalies

AVING removed the women's holiday anomaly from the Charter, cannot the Local Whitley Council tackle the anomalies of "carry-over"? Here are three examples in authority:

New entrants to the General Division since 1.1.1946, are being given the scale salaries, i.e., those who were on the staff on March 31 being "carried-over" in four six-month increments—with the result that older and more experienced officers are getting lower salaries than newcomers whom they have to train.

The fact that increments are not subject to "carry-over" means that, in some cases, younger officers are earning more than their seniors. In the case of two women, Miss A, who had her thirtieth birthday on April 3, 1946, and Miss B, who had her thirtieth birthday on or before March 31, 1946. On March 31, 1946, both were on £150 on the old scale. From April 1, 1946, A should get £232 on the new scale, and B should get £240. But their actual earnings as a result of the operation of the "carry-over" will be:

	Miss A.	Miss B.
April 1, 1946 ..	£170 10s.	£172 10s.
April 3, 1946 ..	£178 10s.	—
April 1, 1946 ..	£199	£195.
April 1, 1947 ..	£219 10s.	£217 10s.
April 1, 1947 ..	£240.	£240.

In other words, because Miss A gets her £8 increment on her birthday, April 3, 1946, she is, at that date until September 30, 1947, better than Miss B, who is her senior, but gets no increment because she is at the maximum age on scale when the scheme starts.

A temporary officer dismissed from his post in a department to make way for an officer transferred from the Forces is transferred to another department. He is immediately put on the "appropriate position on the scale"—whereas his wages, permanent and temporary, who are transferred, are subject to the "carry-over" must wait eighteen months before reaching appropriate salary.

Why cannot the methods applied to the standard rates for teachers in 1921 be adopted for the Charter, thus removing these anomalies?

VIGILANT.

NALGO regrets the anomalies—but they are inevitable result of compromise. The "carry-over" was part of the price demanded by the employers for the greatly improved salary scales in the Charter. The employers were, however, prepared to give new entrants on their correct positions on the scale without "carry-over," and it would have been folly for NALGO to have pressed for a less advantageous arrangement that they were willing to concede, particularly since such an arrangement did not have been of any advantage to existing members.

Days Out

In some years, the staff of Sheffield Corporation with 20 years' service have been entitled to three weeks' annual holiday. Now, under the Charter, all officers in the General Division who enjoyed this privilege are reduced to two weeks and three days, whereas youngsters are allowed two weeks, and those over 21 with comparatively short service are given the full 30 days.

Those who have had more than 21 years' service, have a member of NALGO for all that time, feel that an officer with long service should be reduced to a position worse than he was re, and that service should be taken into account for all existing staff.

H. SIMPSON.

Public Works Dept., Sheffield.

The staff side did its utmost to get a better holiday, but on this point the employers were adamant, the staff side had to choose between giving way to the Charter. They gave way—but they plain their dissatisfaction, and the employers say that the matter will be raised again.

to the Garden Path"

NALGO is surely unique among trade unions in having negotiated an agreement giving the annual leave of many of its members, thus giving it the right to claim any increase in bonus for

12 months; despite the ever-rising cost of living, and failing to ensure that no member shall be worse off under the new grading scheme. In my own authority, most officers over 30 are gravely apprehensive about the effect of the Charter, and I had expected the N.E.C. would reply to criticisms of it, and disclose why it had accepted so many onerous conditions. But no—it proclaims a great victory and counsels members over 30 to be patient, be confident of the integrity of their employers, and hope that the best may come out

READERS' FORUM

PRIZE COMPETITION

A prize of half-a-guinea for the best letter published on this page is offered each month until further notice to encourage the expression of readers' views on topics of wide social or Association interest.

Preference will be accorded to letters on subjects not already widely discussed on this page. The Editor's decision is final, and letters for the November Journal must reach him at 24, Abingdon Street, London, S.W. 1, by Monday, October 14.

of a very bad bargain. Is it playing the role of Maud's lover, standing at the gate to lead us up the garden path?

RUFUS BETTA.

NALGO is certainly not "unique among trade unions" in negotiating such an agreement: four other trade unions are parties to the Charter. When trade unions negotiate they normally compromise, and their members take the rough with the smooth. Nobody has claimed that the Charter is perfect. What we do claim is that, taken as a whole, it is a great step forward. The Charter does ensure that no officer shall be worse off financially under the grading scheme—read paragraph 40.

Personal Prejudice Danger

THE right of appeal against unfair grading may prove worthless, for how can an officer say to an appeals committee: "My chief is prejudiced, and does not like me"? He would be doomed for ever in that department. I have had an adverse report, and my appeal has been shelved for six months; even should it succeed, I shall be denied arrears from April 1. What other trade union would tolerate such a position?

One cannot grumble about the scales, but their application is weak, and the great number of appeals proves that principal officers are not acting fairly and are allowing personal feelings to influence their decisions. Is NALGO unable to assist the unfortunate officer who loses progress at a critical age in life?

MALIGNED.

What alternative does "Maligned" suggest? NALGO is pledged to the creation of an efficient

service, with salary and promotion based, in part at least, on merit. Somebody must assess that merit, and the chief officer is the appropriate assessor. The appeals machinery is provided to put right wrong or prejudiced assessments—and the Association will do its utmost to prevent victimisation. But no employer would agree to an officer being sole judge of his own merit.

Transport Inspector's Plea

THE Charter has rightly been hailed as a great step forward, but it has neglected transport inspectors. They work a 48-hour week, getting up at 3.30 a.m. one week and working until midnight the next, which means that they have little or no social life. They now find that a woman aged 30 works 38 hours a week, has every night and every weekend off, and, in this town at least, gets a basic salary £10 a year higher; yet 95 per cent. of the inspectors have a minimum of 20 years' service.

BOLTONIAN.

The position of transport inspectors will probably be considered by the National Whitley Council soon. In the meantime, any who feel that they have been incorrectly graded can appeal.

£4 a Week to Keep Three

WHEN I first heard of the Charter when on war service, I duly rejoiced and gave thanks to NALGO for its noble and untiring efforts on my behalf. Now that I am demobilised, I find that, at the age of 25, I am expected to support a wife and child on exactly four pounds one penny a week. May I join with your correspondent "Disgusted" (September journal), and sign myself

"ALSO DISGUSTED."

Hove, Sussex.

We do not know how our correspondent gets his £4 1d. The Charter salary for a man aged 25, plus bonus, is £290 a year, and assuming he remains in the General Division, he will go to a maximum of £360, discounting any possible increase in bonus. Under the pre-Charter Southern Counties Home scale, he would now be getting a basic salary, plus bonus, of £255, and his maximum would have been £285. He is thus £35 better off today and will be at least £75 better off in 1951.

"Weighting" Not Part of Salary

ONE of the interpretations of the Charter published in the July-August journal stated that London "weighting" was not a part of salary but an economic addition thereto and as such should not be included for "carry-over" purposes. Another answer, however, said that a London officer whose pre-Charter salary would have taken him to £315, but who has now been placed in the General Division, should get a maximum of £330 only, not £345. Are not these two answers inconsistent?

If correct, the ruling penalises the London officer, for a provincial officer previously on £310 and graded in the General Division will presumably still receive £310 in view of the "no detriment" clause.

SAFE and PROFITABLE

are investments made in the Nalگو Building Society by members of NALGO and their friends

SUCH INVESTMENTS EARN INTEREST AT THE RATES OF:

2%

ON SHARES

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to the mutual advantage of yourself and your house-purchasing colleagues. There is no restriction on investments up to a total of £5,000. Ask your local correspondent about it, or write to 24, Abingdon Street, London, S.W.1.

A definite ruling as to whether "weighting" is or is not a part of the salary would clear the air for many London officers.

West Ham branch.

S. A. LEMON.

Both answers are correct. London weighting is not a part of salary and is not subject to carry-over. But the employers take the view that pre-Charter scales in London were higher than elsewhere because they contained a "hidden" weighting and to allow the London officer formerly on a maximum of £315 to retain that maximum in the General Division plus the £30 Charter weighting would mean, in effect, giving him a double weighting, and this they are not prepared to do.

The Examination Bar

HOW easy to dismiss with a few curt, unsympathetic words the plight of the older men who are unqualified. What encouragement in the past have many councils offered such men to study for examinations? Practically nil! Today, my council offers negligible facilities to returning ex-Servicemen for study and refresher courses.

The true promotion bar for an officer is whether or not his council is paying him a salary of over £300 a year. If it is, he can laugh; if it is not, irrespective of years of efficient service in a responsible position, performing duties in offices for which no examination is particularly appropriate, the spectre of the promotion examination will haunt him. An ex-Serviceman, with the best learning years of his life behind him, with a wife and family—yet, until now, no home life—with the quest for a house and the problem of paying for it should he find it, and with the expenses of furniture and other necessities facing him, has enough already on his mind. I, for one, could not afford the £25 inclusive to take the NALGO Intermediate.

By all means enforce the whole of the promotion system of the Charter in its application to new entrants provided councils really play their part, but exempt all existing officers from the examination bar and take them on their individual merits.

S. E.

EX-WARRIORS AND "TEMPS"

Which Take Precedence?

IT is high time that we had done with this sentimental jargon about the retention of temporary officers. The National Whitley Council has ruled that "no temporaries should be retained to the detriment of permanent staff on or returning from war service"—yet we have arguments in favour of retaining temporaries—almost, alas, to the prejudice of permanent officers returning from the Forces. Have these pro-temp's lost faith with the ex-warrior; or do they prefer "cheap labour" to the more onerous task of re-training an unfortunate colleague?

Anomalies may be expected as a result of such erratic discrimination, which, in time, will impair the efficiency of the departments concerned.

1,237 Authorities Have Adopted The Charter

ANOTHER 143 local authorities have adopted the National Charter, bringing the total to 1,161 out of a possible 1,530. Some 76 other authorities have also come into line making 1,237 authorities of all types—an increase of 151 on the September figure.

The total is made up of:

- 51 out of 62 county councils
- 76 out of 83 county boroughs
- 23 out of 29 metropolitan boroughs
- 242 out of 309 non-county boroughs
- 411 out of 572 urban districts
- 358 out of 475 rural districts
- 76 other authorities.

Additions to the last published list include: COUNTY COUNCILS.

Durham, Merionethshire, Radnorshire, Soke of Peterborough.

COUNTY BOROUGHES.

Birkenhead, Darlington, Gateshead, Sheffield, Sunderland.

Take the case of a reinstated Grade "A" clerk, who returns to an establishment of two equi-graded clerks, the corresponding Grade "A" being held by a temporary. Surely the returned officer assumes responsibility for the department, although his counterpart may have exercised authority during the emergency. The refusal, by individuals and local authorities, to acknowledge the ex-Serviceman's resumption of responsibility is, I consider, tantamount to retaining temporary staff to the detriment of permanent staff.

My experience has shown that there is a pronounced antipathy between the temporary and the permanent sections of the staff, which is not always obvious to heads of departments, and, by virtue of his enforced absence, the ex-Serviceman is set at a disadvantage. If full efficiency and output is to be attained, there must be the greatest co-operation between both sections, instead of the present exclusive—and sometimes obstructive—policy of certain temporary officers.

I sincerely hope that there is no justification for the charge that the returning soldier is expected to renew a fight for his livelihood when he has so gallantly fought for his right to live.

EX-OFFICER.

"Ex-officer" should remember that many temporaries have worked well during the war and that to "sack the lot," as he, apparently, would do, would be most unfair to them. His reinstatement rights are governed by the Reinstatement in Civil Employment Act. If he was responsible for his department before he joined the Forces, then he should resume his responsibility, and NALGO will help him to claim his rights. But if he was not responsible before, then seniority of service alone is not enough. We agree that there should be the fullest co-operation between temporaries and returned ex-Servicemen, as between all local government officers, and that calls for give-and-take on all sides.

"EQUAL PAY" COMMISSION

"Jerk it to the Vertical!"

I AM one of a few thousand women in NALGO who doggedly remain unconvinced that it cannot achieve Equal Pay.

Is NALGO heart and soul in the job? Are the members determined to turn the tide for good and all?

Sometimes I lay hold of my May copy of LGS and re-read Miss Jackson's virile attack upon the weak apology offered to us at our darkest hour. There, at any rate, is the evidence of a steadfast heart. (Beside the editorial footnote I have drawn a raspberry in my best style.)

In the September number I read that the Prime Minister was to be asked to receive a deputation on Equal Pay.

Don't pip the target this time, NALGO! Jerk the Royal Commission to the vertical so that it can get its report out on the same day that we proclaim: "Equality Irrevocably Achieved!"

Worthing branch. MAISIE MC'INNES.

METROPOLITAN BOROUGHES.

Paddington.

NON-COUNTY BOROUGHES.

Ashton-under-Lyne, Bewdley, Bideford, Buxton, Chepping Wycombe, Harwich, Kettering, Middleton, Morpeth, Newark, New Romney, Pwllheli, Saffron Walden, Sale, South Molton, Stratford-on-Avon, Wallsend.

NALGO ROLL OF HONOUR—AWARDS

H.M. Forces

M.B.E.

Mitchell, Major N. B., engineer's dept., Crewe; Taylor Mitchell, Major, R.E., Aberdeen; Tyler, Major J., R.A.M.C., health dept., Leeds.

B.E.M.

Kirby, W/O A. E., education dept., Hull; Rush, Sgt. C. G., architect's dept., Bucks; Young, Sgt. E., R.A.M.C., health dept., Leeds.

AMERICAN BRONZE STAR MEDAL

Robinson, Cpl. P. F., accounts dept., Marple.

C-IN-C'S CERTIFICATE.

Tait Hunter, Lt. G., R.A.M.C., Newcastle-on-Tyne; Rush, Sgt. C. G., architect's dept., Bucks C.C.

Recruitment of "Company Officers"

LAST month we reported the recruitment of some 2,000 officers in the employ of "statutory undertakings" in electricity, gas and water. Now, another big company, the Metropolitan Electricity Supply Company has decided to form a branch beginning with some 200 members.

Up to date, employees of the following companies have joined, or have decided to join NALGO:

ELECTRICITY

Bideford and District Electricity Supply Company
Bournemouth and Poole Electricity Supply Company
Culm Valley Electricity Supply Company,
Central London Electricity,
Cornwall Electric Power Company,
East Devon Electricity Company,
Exe Valley Electricity Company,
Metropolitan Electric Supply Company,
Northmet Power Company,
Sussex Electricity Supply Company,
Tavistock Electricity Company.

GAS AND WATER.

Bude Gas Company,
Cannock Gas Company,
Coleford Gas Company,
Gloucester Gas Light Company,
Hartlepool Gas and Water Company,
Nuneaton Gas Company,
Rugby Gas Company,
Rugeley Gas Company,
Tarnworth Gas Company,
Taunton and District Gas Company,
Tavistock Gas Company.

No Income Tax on Grants for Examination Success

IN reply to an enquiry made by the Association, the Board of Inland Revenue has confirmed that the grants of £30 and £15 made by local authorities to officers passing the final and intermediate examinations, respectively.

NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS Holiday Camp Manager

The Association invites application for the position of Manager of its Holiday Centre at Cayton Bay, Scarborough. Good catering and organising experience, ability to purchase commodities, and engage and control domestic staff are essential. Salary—£350 a year plus cost of living bonus of approximately 18s. a week. The person appointed will be required to take up his duties as soon as possible, and will be provided with the use of a five-roomed unfurnished bungalow with light and heat. The appointment will be subject to one month's notice on either side. Applications, giving full particulars of age, whether married or single, and previous experience, accompanied by copies of three recent testimonials, should be forwarded to the General Secretary, NALGO, 24, Abingdon Street, Westminster, S.W.1. not later than October 31, 1946.

as recommended by the Charter and payable under paragraph 29 are *not* liable to income tax.

The Association had taken up the case of a local inspector of taxes had decided to charge tax on such grants.

HONOUR—AWARDS

GOOD SERVICE CERTIFICATE.

Clifford, Pte. J. A., R.A.O.C., treasurer's dept. Colne; Stainthorpe, Sgt. D. E., Pioneer Corp. clerk's dept., Middlesbrough; Warman, F. L. E. E., R.A.F., treasurer's dept., Bucks C.C.

MENTIONED IN DISPATCHES.

Colbridge, E. M., clerk's dept., Hull; Dawson, Lt. J. A., sanitary inspector, West Ham; Greenwood, L/Sgt. A. V., treasurer's dept., Halifax; Munro, Major J. B., education dept., Lincoln; Parker, F. R., electricity dept., Hull; Rush, Sgt. C. G., architect's dept., Bucks C.C.

Civillian

O.B.E.

Pollard, C. H., city treasurer, Hull.

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Applicants must have had previous training and experience in the clerical section of a municipal engineer's department and possess a thorough knowledge of office organisation and general routine.

Applications, together with one testimonial and names of two referees, should be submitted to City Engineer, Guildhall, Bath, on or before October 19, 1946.

Canvassing, direct or indirect, is prohibited.

J. BASIL OGDEN,
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City Engineer's Department,
Guildhall,
Bath.

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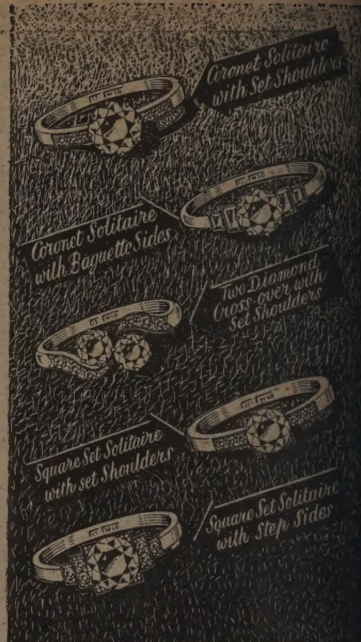
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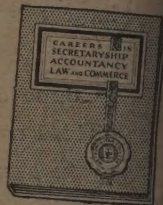
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